

SECTION 3: AIR FORCE CONTRACTING

ENABLING OUR PEOPLE TO EXCEL

People are Contracting's key to success! Our 8,740 professionals apply their expertise daily in meeting our warfighters' needs and supporting the world's strongest Air Force.

Our people are our most valued resource --
A diversified, qualified team of over 8,700 professionals:

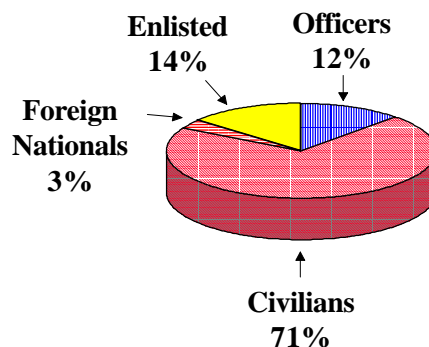
FY95 ASSIGNED STRENGTH

Civilians	6,249
Enlisted	1,209
Officers	1,017
<u>Foreign Nationals</u>	<u>265</u>
Total	8,740

WHO ARE WE?

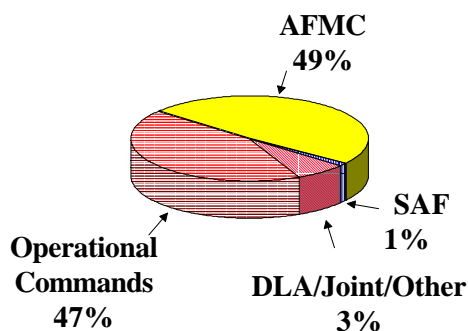
Air Force Contracting is a team of dedicated officers, enlisted personnel, civilians, and foreign nationals committed to customer support and technical excellence. Our talented people work across the total spectrum of responsibilities--procurement clerk/assistant, purchasing agent, cost/price analyst, negotiator, contracting officer, contract administrator, supervisor, superintendent, industrial specialist, etc.--all making valuable contributions.

A Diverse Team.....



.....In Diverse Locations!

WHERE DO WE SERVE?



In important positions at all levels throughout the Air Force and Department of Defense.

FY95 ASSIGNED LOCATIONS

AFMC	4,314
Operational Commands*	4,072
SAF	53
<u>DLA/Joint/Other</u>	<u>301</u>
Total	8,740

*Includes Foreign Nationals

NEW IN FY95 . . .

AIR FORCE CONTRACTING HOME PAGE

INFORMATION TO HELP YOU EXCEL

<http://www.safaq.hq.af.mil/SAFAQ/contracting>

UNDER PEOPLE:

- ◆ Civilian Career Contracting and Manufacturing Program Information
- ◆ Support Officer Assignments
- ◆ Contracting Career Pyramids
- ◆ EQUAL and EQUAL PLUS (Enlisted Assignments)
- ◆ Enlisted Contracting Career Field Education and Training Plan
- ◆ Contingency TDYs
- ◆ APDP Course and Schedule Information

UNDER MGMT INFO:

- ◆ Contract Specialist Workbook

Our contracting community is a dedicated civilian and military team. These contracting personnel and their managers continued to set high standards for themselves in both training and education. In maintaining those high standards we:

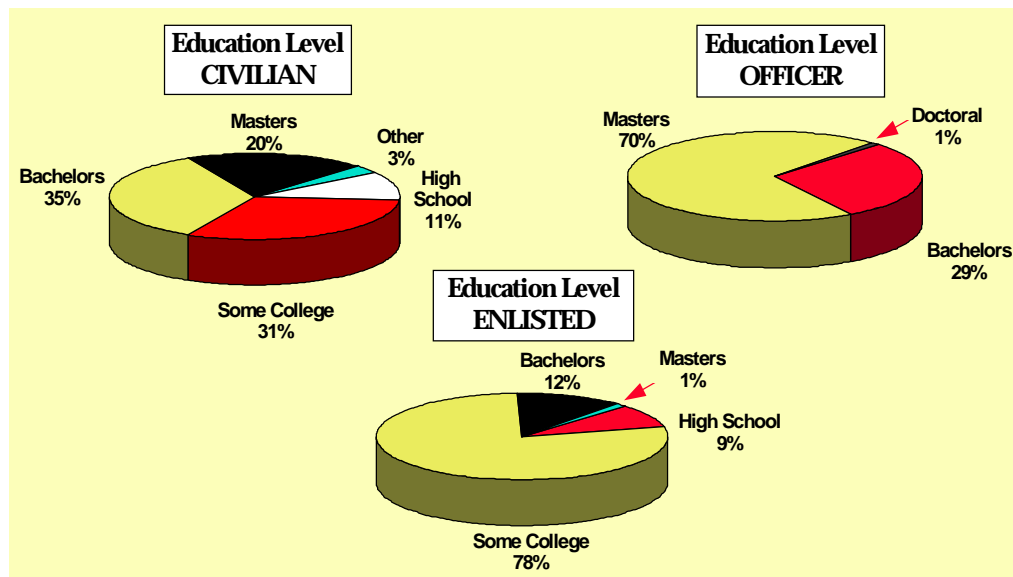
- ◆ Sent personnel to 3,430 mandatory acquisition training courses
 - ⇒ 2,007 courses attended by civilians,
 - ⇒ 1,423 courses attended by military.
- ◆ Sent 12 personnel to intermediate and senior Service schools
 - ⇒ 3 civilians, 9 military.
- ◆ Sent 31 personnel to the Education with Industry Program (EWI)
 - ⇒ 10 month program
 - 26 military, 0 civilians,
 - ⇒ 6 month program
 - 1 military, 4 civilians.

- ◆ Ensured major acquisition reform changes were quickly incorporated into formal training classes.
- ◆ Provided tuition assistance to 477 civilians, who completed 1,578 courses.
- ◆ Sent 8 personnel to AFIT for the Master's Degree in Contracting program
 - ⇒ 2 civilians, 6 military.
- ◆ Attended 8 nation-wide FASA broadcasts put on by OSD.

Thus far in FY96 we've

- ◆ Trained 31 Air Force MAJCOM contracting representatives in five-day "train-the-trainer" classes on FASA issues.
- ◆ Distributed to all contracting activities detailed training information on FASA, SAP, and EC/EDI (CD-ROM: "Acquisition Reform: Communicating Change").

CONTRACTING WORK FORCE EDUCATION



CONTRACTING CAREER DEVELOPMENT

- ◆ Air Force contracting has made good strides in getting people APDP certified—contracting pays close attention to ensure that all positions are filled by personnel certified at the correct level.
- ◆ During FY95, we fielded the APDP Management Information System (APDP-MIS) at the MAJCOM level, enabling better management of work forces. This system provides significant professional development insight as to the health of the work force at the field, MAJCOM, and Air Staff levels.

- ◆ FY96 will be an exciting year as we continue to review and revise contracting courses due to the impacts of acquisition reform to ensure the courses are current and meeting the needs of the contracting community.

APDP CERTIFICATION LEVELS

	Contracting	Purchasing	Industrial Property
Officers	75%	N/A	N/A
Enlisted	86%	83%	N/A
Civilians	85%	41%	43%

Note: Portrays personnel who meet the certification requirements for their assigned position. High influx of lieutenants lowered the officer percentage.

PROMOTIONS

261 Promotions GS-12 through GS-15
(28% Resulted in PCS)
65 Promotions Major through Colonel
99 Promotions SSgt through CMSgt

OFFICER INFORMATION

Officer Assignments. The new Officer Assignment System (OAS) requires that officers be provided a computerized notice from the Military Personnel Flight at the 27 month point of their assignment. The notice is to remind officers to sit down with their senior leaders and discuss career plans and assignment opportunities. Currently, Captains and Lieutenants face nonvoluntary action at the three year point; majors at the three year, six month point; and Lieutenant Colonels at four plus years. Talk to your contracting Air Force Assignment office at AFPC to understand your specific situation.

Squadron Commander Program. The 1996 Contracting Squadron Commander Board was conducted 23-26 Jan 96 at AFPC. Officers selected as commander candidates are eligible to volunteer for Squadron Commander positions for 1996. Contracting Squadron Commander positions are highly sought after and very competitive. The outcome of the board is as follows:

	Considered	Selected
Capt	71	35
Maj	135	78
Lt Col	113	72

Career Advice. "Breadth of Experience"! That phrase is becoming more important every year for the officer force. All officers in contracting are encouraged to gain as much varied experience throughout their company grade years (Operational, Systems, Logistics and CAS). Breadth of experience will heighten your opportunities as a field grade officer.

Logistics Officers' Crossflow Program. Another opportunity to gain career broadening experience is through the Logistics Officers' Crossflow Program. The program allows officers to rotate into various logistics functional areas for a tour of duty. The current results of the program are as follows:

- ★ Contracting to Logistics - three Majors
 - One to Supply
 - Two to Logistics Plans and Programs
- ★ Logistics to Contracting - two Captains
 - Both from Maintenance

Hail and Farewell. Major Brad Oswalt has left AFPC to take an assignment at SAF/AQC. He has been replaced by Capt Dan Demott from Ellsworth AFB. Capt Demott's number at AFPC is DSN 487-3566 or commercial (210) 652-3566. Thanks Maj Oswalt for a job well done, and welcome Capt Demott!

ENLISTED INFORMATION

EQUAL. The Enlisted Quarterly Assignments Listing (EQUAL) was developed to allow the enlisted force to actually see what is available during each overseas and CONUS return assignment process. EQUAL operates in eight cycles, four going overseas and four for individuals returning to the Continental States. EQUAL positions for overseas and CONUS return are advertised through the Military Personnel Flights at every base, and in some cases can be reviewed through the squadron orderly room PC III, as well as on the Air Force Contracting Home Page. The important thing to remember about EQUAL is that, "what you see is what there is." Every assignment available for that particular cycle is listed for all the world to see.

EQUAL PLUS. Just as the Air Force Personnel Center (AFPC) developed a way to advertise all our normal cycle assignments, it also developed a process to advertise all our Special Duty Assignments - EQUAL Plus. EQUAL Plus lists all special duty assignments such as Presidential support, joint duty, instructor duty, White House Communications duty, etc. It also advertises CMSgt assignments. It's updated weekly and is the only assignments process that can be tailored to qualifications. Like EQUAL, it can be viewed through the Military Personnel Flights, squadron orderly room PC IIIs, or Air Force Contracting Home Page.

Assignment Process. The key is VOLUNTEERING. Only by reviewing EQUAL and EQUAL Plus, and only by volunteering will an Air Force enlisted member have an equitable chance of being selected for an assignment of choice. For every assignment listed under EQUAL or EQUAL Plus, a volunteer or nonvolunteer will be selected. The AFPC does not leave any advertised enlisted requirements unfilled. By volunteering, an individual has the chance to at least be selected for an assignment of choice, instead of an assignment in which there is "no choice." So, review EQUAL and EQUAL Plus and take part in the enlisted assignments process by becoming a volunteer!

Hail and Farewell. MSgt Guadalupe Hernandez, Chief, Air Force Enlisted Contracting/Logistics Plans Assignments, AFPC, will be leaving Randolph for Davis Monthan; his replacement is SMSgt Daryl Hanley. You can contact SMSgt Hanley on DSN 487-3751 or commercial (210) 652-3751. Good luck MSgt Hernandez in your next assignment and welcome SMSgt Hanley!



1995 AIR FORCE CONTRACTING AND COMPETITION AWARD WINNERS

Secretary of the Air Force Professionalism in Contracting Awards

Supervisory - Major Terry L. Spitzmiller, 354 Contracting Squadron, Eielson AFB AK
Non-Supervisory - D. Colleen Griffith, ASC/YN, Wright-Patterson AFB OH

Javits-Wagner-O'Day Act Awards

President's Committee Award - 92 Contracting Squadron, Fairchild AFB WA
Chairman's Award - Capt Geoffrey S. Ellazar, Jr., SM-ALC/PKP, McClellan AFB CA

Contracting Unit Awards

Operational - 17 Contracting Squadron, Goodfellow AFB TX
Specialized - ACC Contracting Squadron, Langley AFB VA
Systems or Science and Technology - WL/PK, Wright-Patterson AFB OH

Individual Awards

Outstanding Staff Officer - Captain Rickey L. Houston, HQ ACC/LGC, Langley AFB VA
Outstanding Pricing - Robert F. McCracken, 50 Contracting Squadron, Falcon AFB CO
Outstanding Operational Officer - Major Arthur J. Brown, III, 750 Contracting Flight, Onizuka AS CA
Outstanding Specialized Officer - Captain Scott A. Kiser, 30 Contracting Squadron, Vandenberg AFB CA
Outstanding Systems or Science & Technology Officer - Maj Clifford O. Bratten, SMC/MVK, Los Angeles AFB CA
Outstanding Operational Civilian - Leonard M. Capik, 16 Contracting Squadron, Hurlburt Field FL
Outstanding Specialized Civilian - Karen D. Bragado, 50 Contracting Squadron, Falcon AFB CO
Outstanding Systems or Science and Technology Civilian - Norman J. Pfeifer, ASC/YCK, Fairborn OH
Outstanding Airman - SrA Nicolas A. Baguio, USAFE Contracting Squadron, Ramstein AB GE
Outstanding NCO - TSgt (S) Linda M. Walker, 437 Contracting Squadron, Charleston AFB SC
Outstanding Senior NCO - MSgt Mustafa T. Azim, 5 Contracting Squadron, Minot AFB ND
Outstanding Purchasing Specialist - Carolyn English, 56 Contracting Squadron, Luke AFB AZ
Outstanding Contingency Contracting - TSgt Ricky L. Cron, 16 Contracting Squadron, Hurlburt Field FL
Outstanding Contracting Support - Lisa P. Dvorak, USAFE Contracting Squadron, Ramstein AB GE
Outstanding Base Quality Assurance Evaluator - TSgt Herman J. Warren, 750 MSS/CEQ, Onizuka AS CA
Outstanding Reservist - Lieutenant Colonel Michael B. Newton, OO-ALC/PK, Hill AFB UT

Outstanding Contribution to Air Force Competition Awards

Individual Awards

Line Function - Judith Kuypers, 82 Contracting Squadron, Sheppard AFB TX
Staff Function - Lieutenant Colonel Timothy J. O'Brien, AFSPC, Peterson AFB CO

Organizational Award

Unit - 99 Contracting Squadron, Nellis AFB NV
MAJCOM - Air Force Space Command, Peterson AFB CO

